

In this Code of Conduct for Suppliers, BORNIT-Werk Aschenborn GmbH has laid down its requirements and principles for cooperation with its suppliers. Our company is committed to the following values:

We maintain a humane and open relationship with our employees (this term covers employees of any gender) and are fair and honest in our entrepreneurial competition. We live up to our responsibility towards society and the environment in all our activities. We expect our suppliers (this term also includes plant companies and service providers) to implement and comply with the principles set out in this Code of Conduct in all areas of business and to conduct their activities accordingly.

The following Code of Conduct for Suppliers forms an important basis for negotiations with our business partners.

1. law and order, human rights

In all business actions and decisions, our suppliers observe the applicable laws and rules, in particular internationally recognised human rights including the core labour standards of the International Labour Organisation (ILO), anti-corruption, competition, anti-trust, environmental and data protection law.

2. dealing with the staff

Our suppliers

- promote equal opportunities, diversity and treatment and prevent discrimination in recruitment, promotion and employment of workers, in particular on the grounds of nationality, ethnic origin, gender, sexual identity, marital status, age, physical condition, religion or belief; sexual identity, marital status, age, physical condition, appearance, religion or belief;
- recognise applicable laws on the formation of interest groups and on freedom of association and assembly, and respect the right of workers to freely elect their own representatives and to bargain collectively;
- remunerate their employees appropriately and grant the statutory and collectively agreed benefits applicable to them.

3. occupational health and safety

Our business partners undertake to comply with the environmental legislation and regulatory requirements applicable to their business activities.

As part of their business operations, they shall take appropriate measures to prevent or minimise adverse effects on the environment. This includes, in particular, the responsible use of natural resources, the prevention and proper disposal of waste, and – where relevant to the business activity in question – measures to reduce emissions and to use energy and other resources efficiently.

Where environmental or climate targets are set or corresponding statements are made, these must be based on a transparent and verifiable foundation. Misleading or unsubstantiated environmental claims must be avoided.

We expect our business partners to regularly review their environmental performance within the scope of their operational capabilities and to implement appropriate improvement measures.

4. environmental protection

Our business partners undertake to comply with the environmental legislation and regulatory requirements applicable to their business activities.

They shall take appropriate measures within the scope of their business operations to prevent or minimise adverse effects on the environment. This includes, in particular, the responsible use of natural resources, the prevention and proper disposal of waste, and – where relevant to the respective business activity – measures to reduce emissions and to use energy and other resources efficiently.

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5. child labour

Our suppliers strictly reject child labour and any exploitation of children and/or young people. The minimum age for admission to employment must not be below the age at which compulsory schooling ends and in no case below 15 years of age. ILO exceptions apply. National standards for the protection of children and young people must be complied

6. forced labour

Our suppliers do not tolerate any forms of forced or compulsory labour, bonded labour, serfdom and slave labour. Similarly, prison labour that violates human rights is rejected. No worker shall be forced into employment, directly or indirectly, through violence and/or intimidation, or be subjected to inhuman or degrading treatment, corporal punishment, etc. (ILO Conventions 29 and 105). Workers shall be treated with dignity and respect.

7. fair competition

Our suppliers are committed to fair competition and fair contract design without any restrictions. In particular, all agreements between companies, decisions by associations of companies and concerted practices which have the purpose or effect of preventing, restricting or distorting competition are prohibited, including in particular agreements with competitors for the purpose of market or customer allocation as well as agreements on prices or conditions.

8. preventing corruption

Our suppliers

- do not tolerate any form of corruption or bribery;
- ensure that they do not offer, promise or grant any improper benefits to our employees in order to influence their decision-making;
- avoid conflicts of interest that may lead to corruption risks;
- select their consultants, agents or other intermediaries carefully according to suitability criteria; the remuneration of consultants, agents and other intermediaries must not be used to provide improper advantages to suppliers, customers or other third parties;
- do not promise, give or accept gifts or entertainment that are improper or given with the intention of improperly influencing the business relationship;
- refuse to make any unlawful material or immaterial donations to public officials, political parties, their representatives, elected officials and candidates for political office or other persons;
- always make donations and sponsorships on a voluntary basis without gaining any unlawful business advantage.

9. money laundering and terrorist financing

Our suppliers shall ensure that appropriate measures are taken to prevent money laundering and terrorist financing in their company.

10. Trade controls

Our suppliers comply with all applicable national and international laws and regulations governing the import and export of goods, services and information and comply with any applicable embargoes and sanctions.

11. data protection

Our suppliers comply with all applicable laws on the protection of personal data, in particular of their business partners and employees.

12. compliance with the Code of Conduct or equivalent principles

Our suppliers

- shall ensure compliance with the principles set out in this Code of Conduct or equivalent principles;
- shall communicate this Code of Conduct or equivalent principles to their suppliers and subcontractors and commit them accordingly;
- shall ensure that this Code of Conduct or equivalent principles are also observed by their suppliers and subcontractors;
- shall not tolerate any discrimination against persons who report violations of this Code of Conduct or equivalent principles.

In the event of specific suspicions of a breach of this Code of Conduct, our suppliers shall conduct or arrange for an appropriate review and provide appropriate support.

Where possible, we will give our suppliers the opportunity to take appropriate remedial action in the event of minor breaches of this Code of Conduct. implement appropriate remedial action. Any serious violation constitutes grounds for extraordinary termination of the existing contractual relationship.

In addition to our right to compensation, our suppliers are obliged to indemnify us against all consequences of the violation of this Code of Conduct, in particular fines, penalties as well as claims by third parties or authorities.

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